

# KPAX/K18AJ

## Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.208(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KPAX Communications, Inc., Missoula (KPAX) and Kalispell (K18AJ), Montana and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in the Report covers the period beginning 12/01/05 to and including 11/30/06 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A List of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified, identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection With such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3 which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended buy when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

**Annual EEO Public File Report Form**

Covering the Period from 12/01/05 to 11/30/06

For KPAX Communications, Inc., Missoula/Kalispell, Montana

**Section 1: Vacancy Information/Full-time positions**

<b>Full-time Positions Filled by Job Title</b>	<b>Posting Date</b>	<b>Recruitment Source of Hiree</b>	<b>Total Number of Interviewees From All Sources For This Position</b>
1. Reporter	11/10/05 – 12/29/05	Medialine	2
2. KAJ Reporter	2/9/06 – 3/15/06	Arizona State University	5
3. Master Control Operator	2/24/06 – 3/7/06	In House	3
4. Reporter	6/15/06 – 7/1/06	KPAX Website	4
5. KAJ Reporter	5/1/06 – 6/23/06	University of Montana	5
6. Online Producer	5/1/06 – 6/9/06	Job Fair	3
7. Account Executive	7/23/06 – 8/24/06	Referral	6

Total Number of Persons Interviewed During Applicable Period: 28



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### Section 2: Recruitment Source Information

Recruitment Source (See attached list for address)	Total Number of Interviewees This Source Has Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
A. Medialine.com	1	Position 1, 6
B. TVJobs.com	3	Position 1, 2, 4, 5, 6
C. In House Posting	2	All
D. Word of Mouth	10	All
E. KPAX Web Site	4	All
F. Daily Interlake	0	None
G. Mississippi State Meteorology Program	0	None
H. The Missoulian	3	Position 3, 7
I. Char Koosta News	0	None
J. Lake County Leader	0	None
K. University of Montana	2	Position 1, 2, 4, 5, 6
L. Montana State University	0	None
M. Confederated Salish Kootenai College	0	Position 7
N. Confederated Salish Kootenai Tribes	0	None
O. Flathead Valley Community College	0	None
P. Montana Broadcasters Assoc	0	Position 1
Q. A R & D	0	Position 1
R. RTNDA	0	None
S. Job Fair	1	Position 6
T. Arizona State University	2	Position 1, 2, 5

# KPAX/K18AJ 2006 Recruitment Sources

## General Openings

Dept of Journalism/Radio TV  
University of Montana  
Missoula, MT 59812

Radio-TV Department  
Montana State University  
Bozeman, MT 59717

Confederated Salish Kootenai College  
Radio-TV Dept  
P.O. Box 278  
Pablo, MT 59855

Confederated Salish Kootenai Tribes  
Personnel Office  
Pablo, MT 59855

Flathead Valley Community College  
1 1<sup>st</sup> Street E  
Kalispell, MT 59901

The Missoulian  
500 S Higgins Avenue  
Missoula, MT 59801

Daily Interlake  
727 E Idaho  
P.O. Box 7610  
Kalispell, MT 59901

Lake County Leader  
P.O. Box 1090  
Polson, MT 59860

Char Koosta News  
P.O. Box 278  
Pablo, MT 49855

Montana Broadcasters Assoc.  
[www.mtbroadcasters.org](http://www.mtbroadcasters.org)

TV Jobs Employment Bulletin Board  
[www.jobs@tvjobs.com](mailto:www.jobs@tvjobs.com)

Medialine  
[www.employmentguide.com](http://www.employmentguide.com)

KPAX Web Site  
[www.kpax.com](http://www.kpax.com)

Mississippi State Meteorology Program  
Mississippi State University  
109 Hilbun Hall  
East Lee Blvd  
Mississippi State, MS 39762  
Weather positions only

AR & D  
(Audience Research & Development)  
2440 Lofton Terrace  
Fort Worth, TX 76109  
817-924-6922

RTNDA  
[www.rtna.org](http://www.rtna.org)



## **KPAX/K18AJ Outreach Activities**

**12/01/05 – 11/30/06**

**KPAX-Missoula/K18AJ-Kalispell, Montana supplemental (non-vacancy specific) recruitment activities undertaken.**

### **Career Fairs**

On April 27, KPAX-Missoula participated in the Missoula Job Fair at the UM College of Technology. Participating employees were General Manager Bob Hermes, Production Manager Dave McLean, Sales Persons Matt Hermes and Jeri Delys, Statewide Promotions Manager James Rafferty, Anchors Jill Valley and Mark Holyoak, Reporter Sharita Erves, and KPAX News Director Joel Lundstad. Over 1,400 job seekers attended the event. KPAX employees handed out information on the types of careers available at a TV station in addition to counseling job seekers on the types of education and qualifications needed for specific jobs and how to apply for a position.

On 3/15/06 there was also a Career Fair at Flathead Valley Community College in Kalispell in which the following employees from K18AJ participated: Sales Manager Jim McLean, Production Manager Jack Eaton, and Sales Person Clint Cathcart. Employees met with college students about career opportunities in broadcasting.

On March 8, KPAX also participated in Big Sky High School's first annual Career Fair. This career fair was targeted towards high school juniors and seniors.

### **Internships**

KPAX has developed an internship program aimed at providing on-the-job training for students pursuing a career in broadcasting. During the spring of 2006, a senior from the University of Montana, interned with KPAX's news department. During the summer of 2006, KPAX provided internships for five seniors from the University of Montana in the news department. In the fall, one senior from the University of Montana interned in the news department. Four of the interns were hired on a part-time basis by KPAX. KPAX also has an agreement with the University of Montana to hire part-time students for positions within our news department. Students acquire knowledge about all phases of news gathering, reporting and production. On the average KPAX employs at least 16 students as part-time employees.

### **Scholarship Program**

KPAX/KAJ also participates in the MBA Scholarship program. KPAX runs ads encouraging students to look for a career in broadcasting and apply for the scholarship. Money is then donated to Montana Broadcasters to fund the scholarship.